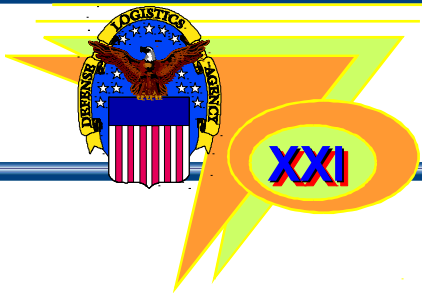


# DCMC TRAINING CONFERENCE

## *Training Operational and Process Challenges*

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# Outline

- **Training challenges**
- **Budget planning cycle & training management**
- **Accountability of budget execution**
- **Training process overview - Problems & Improvements**
- **Automation**
- **Summary**



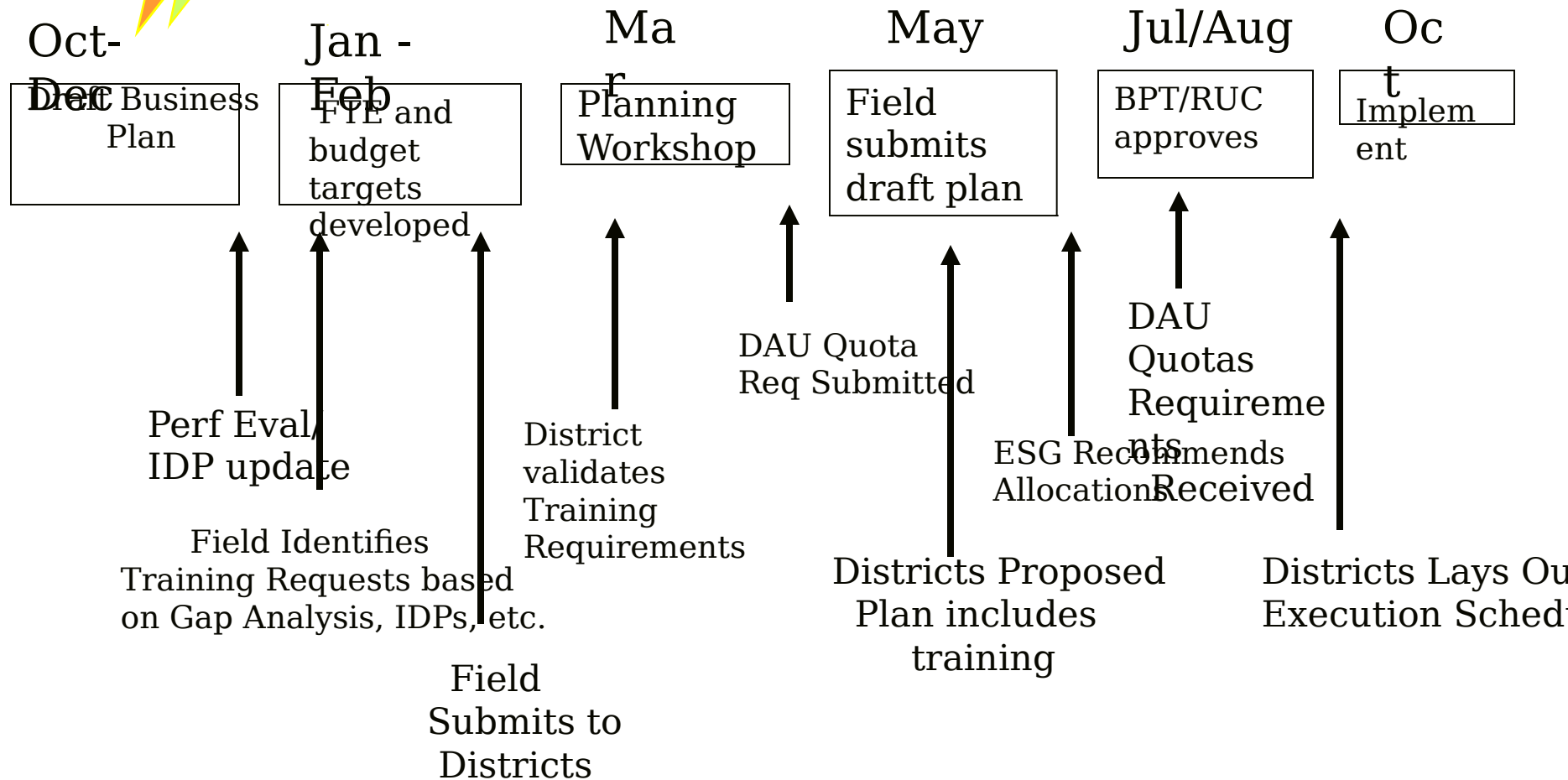
# Training Plan - Challenges

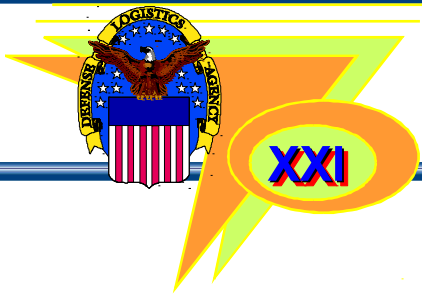
- **Providing Training to Large Global Workforce**
- **Effective Dealing with Rapidly Changing Acquisition Environment**
- **Efficiently Utilizing Constrained Fiscal Resources**
- **Relying on DAU and External Resources**

*We can't get there from here w/out a comprehensive strategy & a training management process that works*



# Budget Planning Cycle - Training Milestones





# Budget Execution - Accountability

- **Fallen short past two years -**
- **Everyone responsible for making process work**
  - **Training coordinator**
  - **Hqs & District Workforce staffs**
  - **Budgeting & Planning staffs**
  - **Operations**

*Lets look at the process & why we fell short of our goals----*



# Overview - Training Process

- **IDP documents training needs**
- **Training coordinator/monitor gate keeper**
- **Input accurate requirements and course completions into DLA-TA**
- **Include cost data (estimated/actual) in DLA-TA**
- **Requirements “roll-up” into Training Plan**

***This is only part of the picture, there's more...***



# Process Improvements Needed

## Problem

□ No comprehensive strategy

## Improvement



Workforce Development Plan

➤ Out-of-cycle planning



Aligned requirements development & training management with Business planning/budgeting cycle.

□ Training budget UNDER execution



District training execution plans

□ Inaccurate Requirements definition



Increased emphasis on IDPs and data input into DLA-TA

□ Poor prioritization/program oversight



Training Executive Steering Group

□ Military training excluded

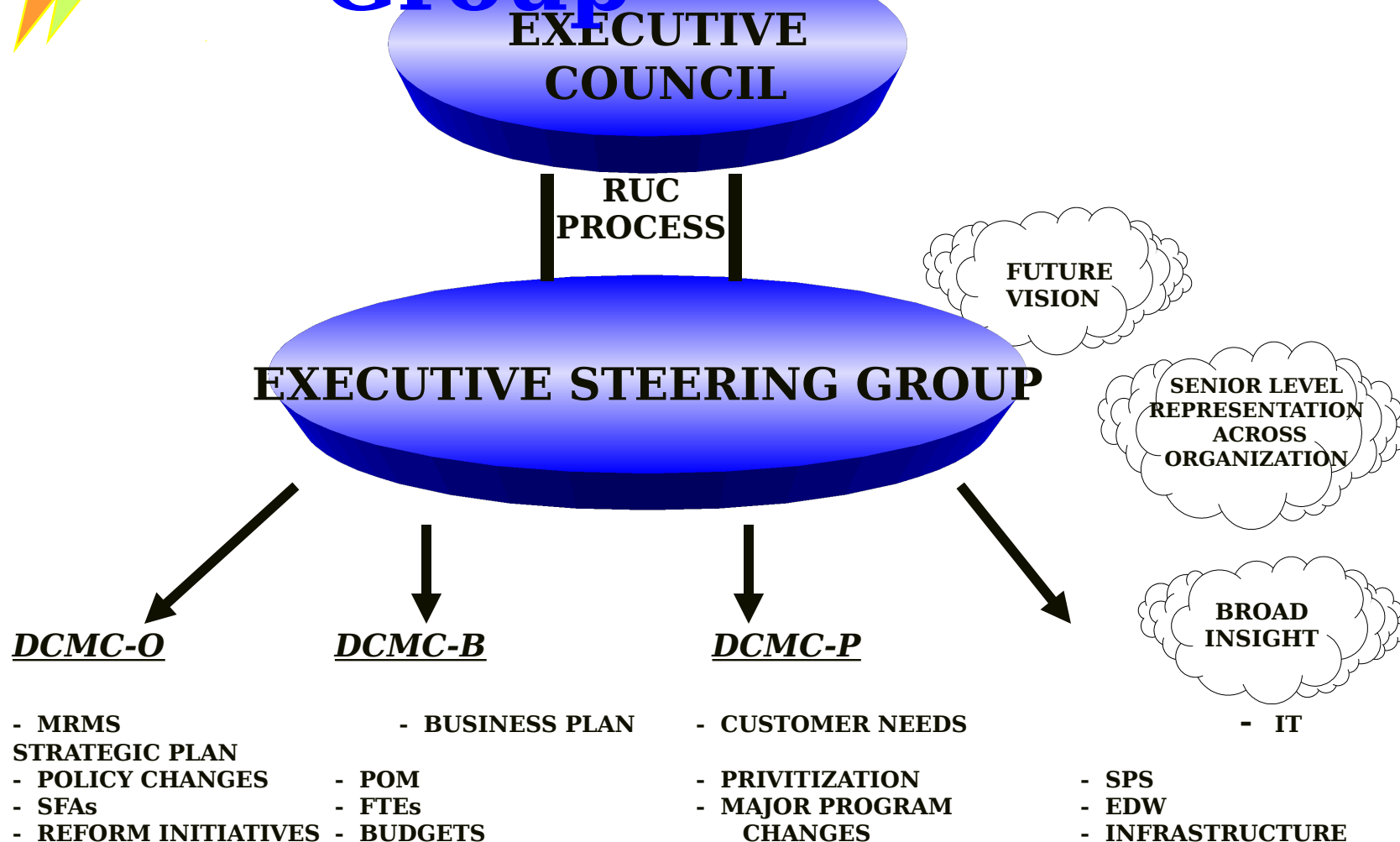


Increased emphasis on Military

- Established military Deputy Director in DCMC-BG
- Incorporated military requirements into



# Executive Steering Group



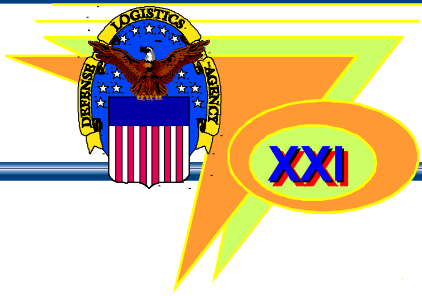




# Automation

- **Requirements definition a labor intensive nightmare**
  - **Most data collection done manually**
  - **No “roll-up” capability for corporate planning/mgt**
  - **DLA-TA not consistently/accurately utilized**
  
- **DLA-TA official data repository**
  - **Not windows based or user friendly, BUT...**
  - **Functionality supports current need**
  - **Streamlines data transfer to the DoD “Modern System”**

*Bottom Line...*



# Automation

- **Other systems are out there...none endorsed**
- **COGNOS tools offer potential “roll-up” capability**
- **DLA-TA offers best interim solution if data input is done accurately and completely**

***Training Coordinators/Monitors are absolutely CRITICAL to data collection***



# Summary

- **TC critical to training management process**
  - **Identification of problem areas**
  - **Identification of process corrections**
- **Valuable partner to supervisor & employee**

*Without you, we cannot succeed!*